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USSR Report

HUMAN RESOURCES

No. 1



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LABOR

'PRAVDA' ON IMPROVING QUALITY OF WORKERS CADRE TRAINING

Moscow PRAVDA in Russian 22 Jan 80 p 1 LD

[Editorial: "Cadres and Production"]

[Excerpt] "Modern production," Comrade L. I. Brezhnev has noted, "makes rapidly growing demands not only on machines and technology, but, above all, on the workers themselves, on those who create the machines and control the technology..." In our country constant attention is devoted to raising the standard of the working people's professional and technical knowledge, their spiritual level and political activeness. This is indicated by the recently adopted CPSU Central Committee and USSR Council of Ministers resolution "On measures to further improve the training and improving of qualifications of workers in production" and the CPSU Central Committee, USSR Council of Ministers and AUCCTU resolution "On further strengthening labor discipline and reducing cadre turnover in the national economy." They provide for measures to insure the more efficient utilization of cadres and strengthen labor discipline.

The significance of such factors as the skillful servicing of complex machinery and equipment, the creation of stable cadres in every shop and every sector and the full utilization of working time is now becoming particularly great. A simple example: to make up for the loss of only 1 minute per shift by every worker on a countrywide scale, an extra 250,000 people would have to be brought into the national economy. Yet losses of working time are still great in industry, construction and transport. They amount to as much as 20 percent at a number of enterprises and construction sites. To eliminate them means bringing a vast reserve into operation.

What are the basic causes of losses of working time? They include violations of production continuity because of shortcomings in material and technical supply and the breaking of contract commitments by supplier plants. Lateness and absenteeism have a negative effect on collectives' affairs. Considerable harm is also done by so-called "details." For instance, in a city or settlement institutions in the service sphere are only open during the day shift at industrial enterprises, and in order to visit the clinic the housing office or the workshop a person has to ask for time off work. That is why the CPSU Central Committee; USSR Council of Ministers and AUCCTU resolution sets the task of adjusting the work schedules of enterprises, institutions and organizations in the service sphere so that they operate at the most convenient time for working people.

Much remains to be done to improve the quality of worker cadres' training. Their standard of qualifications is still not always in accordance with present-day requirements. The situation as regards supplying new production facilities and those being modernized with cadres is particularly disturbing. Sometimes ministries do not plan and do not carry out that important work in good time, gambling on inviting people in from somewhere or other. What does this approach lead to? The enterprise is in a fever through lack of the proper complement of cadres, schedules for assimilating production capacities are dragged out, product quality suffers and prime cost increases.

It is necessary to develop more energetically the system of vocational and technical education and the tutorship movement. We have a base for sharply improving matters. Valuable experience has been accumulated in training and educating cadres in vocational and technical schools and directly at the place of work. Progressive forms of organizing and stimulating labor have become a good school for many thousands of workers. These include work by the Shchekino method, in autonomous financing teams in construction work and in comprehensive teams--with payment for a single contract--in industry. The system for the professional advancement of workers established at the Volga motor vehicle plant is worth assimilating everywhere.

In stepping up attention toward cadre questions and strengthening labor discipline, economic leaders and party and trade union organizations at enterprises and construction sites are called upon to insure the consistent transition to progressive forms of remuneration, to increase the role of team councils and to improve material and technical provision and norm-setting. Concern must be displayed for the scientific organization of labor and management and it is necessary to reduce in every way the use of manual operations, according to the experience of enterprises in Moscow and Leningrad, the Latvian SSR, and Zaporozhskaya, Kuybyshevskaya and Chelyabinskaya oblasts.

Reducing cadre turnover is a question of great state importance. We must not reconcile ourselves to the fact that some workers move from one plant to another practically every year. In the 11th Five-Year Plan it is planned to implement a series of measures to tie cadres, including by granting workers additional leave and pension supplements for a long, uninterrupted stay at one enterprise. Party and public organizations and economic leaders must step up the struggle against absentees and "rolling stones" and create an atmosphere of high exactingness and organization in every labor collective.

It is the first month of the final year of the 10th Five-Year Plan. Soviet people have declared it to be a year of shock work, Lenin-style work. May this remarkable movement become the property of every collective and find concrete embodiment in new labor achievements to the glory of our motherland.

LABOR

INNOVATIONS IN WAGE PLANNING

Moscow PLANOVOYE KHOZYAYSTVO in Russian No 1, Jan 80 pp 106-109

[Article by V. Moskalenko, deputy division chief of USSR Gosplan]

[Text] An important direction in the improvement of planning is to enhance the role of norms and normative indicators in order to make state plans more sound and stable, to ensure a close linkage of related planning indicators, and to strengthen the motivation of production collectives for full utilization of potential. Normative indicators will be particularly important as a specific instrument that makes it possible to make the 5-year plan more effective as the principal form for planning the country's economic and social development.

In accordance with the decree of the CPSU Central Committee and USSR Council of Ministers dated 12 July 1979 and entitled "On Improving Planning and Increasing the Impact of Economic Instruments on Production Efficiency and the Quality of Performance," USSR Gosplan, the USSR State Committee for Labor and Social Problems, the USSR Ministry of Finance and the USSR Central Statistical Administration have adopted Instructions on Procedural Methods of Determining Standard Long-Term Wages Per Ruble of Output. They set forth the procedure for drafting and approving these standards and also for their use in planning by industrial ministries, associations and enterprises. The standards will be adopted in 5-year plans in a breakdown by years and based on the output indicator used to plan labor productivity.

The use of standard long-term wages per ruble of output pursues the following goals:

- i. achievement of closer dependence between the volume of production and the sum total of funds to remunerate workers;
- ii. greater motivation of associations (enterprises) to adopt in annual plans more strenuous planning indicators for the growth of production and labor productivity than envisaged in the 5-year plan;

iii. stronger dependence of the earnings of every worker and work collectives as a whole on the rise of labor productivity and improvement of the final results of the performance of production associations (enterprises);

iv. better oversight of the expenditure of funds by associations (enterprises) to remunerate workers and employees.

Performance of these tasks will make it possible as the 5-year plan is carried out to stabilize the relations it contains between the volume of industrial output and the fund for remuneration of labor. Achievement of this goal is particularly important to the industrial sector, which employs two-fifths of the total work force in the productive sphere.

The standard wage per ruble of output will be determined in the 5-year plan for all production personnel proper of ministries, associations and enterprises. It is these personnel which account directly for the output for which the standard wage is to be established. The growth of labor productivity is planned so as to take into account the number of production personnel proper.

Experience shows that additional inclusion in the standard of funds to remunerate those who work in children's and medical institutions, housing, utilities, subsidiary agriculture, and other operations operating within enterprises is not fully justified. Not only because the activity of some of these organizations is financed from the state budget. The main thing is that this detracts from the stability of the standard itself and also from the relationship between the remuneration of production personnel proper and their final results; it becomes more complicated to organize supervision over proper expenditure of the wage fund. What we have said applies above all to ministries (particularly in the timber industry, the food industry, and others) in which the relative share of nonproduction personnel goes as high as 25-50 percent of the work force.

Nor can we forget that in its economic content the standard wage is the most important component of the production cost and normative net output. Consequently, all components of these indicators must also be linked to one another to the maximum degree. For that reason the wage fund of nonproduction (nepromyshlenny) personnel of ministries, associations and enterprises will be planned separately--on the basis of guidelines of the respective sectors and industries. The total wage fund (for all types of activity) will be determined by computation (as the sum total of the wage fund of production personnel proper, computed from the established standards, and the wage fund of nonproduction and nonestablishment personnel): for industrial ministries--by USSR Gosplan, and for associations and enterprises--by the respective ministries.

Stabilization of the relationship between the volume of production and the wage fund in the form of the standard wage per ruble of output gives the enterprise confidence that it will receive for a larger volume of output a

correspondingly larger wage fund. This in turn enhances its interest in fuller utilization of existing production potential and in the productivity of labor.

This, the most important function of the standards, is inseparably bound up with their long-term nature. Since they are assigned to associations and enterprises in a breakdown by years in the 5-year plan, they will not be subject to revision as annual plans are compiled and carried out. So, it is not permitted to change the standard assigned to the enterprise because it exceeds the planned work force, because it overexpends its wage funds, and so on.

The ministry or other superior organization may as an exception change the standard assigned to an enterprise only if there is a substantial departure of the conditions of its operation from those envisaged in the 5-year plan (for example, when there are major shifts in its product mix or production technology, deliveries under cooperative arrangements or certain other cases). In order to maintain the stability of the standard in the ministry as a whole, when there is a need for its adjustment for subordinate enterprises, ministries may in compiling the 5-year plan leave at their own disposition a reserve not to exceed 2 percent of the wage fund calculated on the basis of the standard which has been assigned. At the same time the assigned standard is subject to mandatory revision if an enterprise is allocated additional resources for the wage fund in order to carry out centrally ordered measures to raise the wages of workers and employees, to introduce (or increase) regional wage coefficients, supplements for work on the night shift, and so on.

Experience shows that the new wage planning procedure affords the best results when the dynamics of labor productivity is measured by means of the normative net output indicator or other indicator which reflects more accurately than gross output the change in normative labor intensiveness of the production program. The reason for this is that the use of normative net output for computations related to labor makes it possible to determine more reliably the dynamic behavior of wage costs per ruble of output and to offset the influence of factors not directly related to operation of the given enterprise. At the same time it eliminates the possibility that the enterprise will unjustifiably receive additional funds for wages when it overfulfills plans by increasing deliveries covered by cooperative arrangements or by using more expensive raw materials and supplies. The work to prepare for transition to standard wage planning in ministries must be maximally combined and linked to introduction of normative net output.

Wage norms assigned for each year of the 5-year plan are not as a rule to be differentiated by quarters. Experience shows that in most industries there is not ordinarily a serious enough need for this. But seasonal fluctuations in the output of finished products are typical of a number of sectors and industries. Putting new products into production, revamping the production process, and so on require higher wage costs in certain months

and quarters. In such cases when ministries are approving the annual plan, they may assign quarterly wage standards (within the limits of the annual standard) to subordinate associations and enterprises.

The transition to standard wage planning is an important stage in improving the drafting of the labor plan. It does not, of course, come down to replacing one wage indicator (absolute) by another (relative). Under the new conditions higher requirements will have to be met as to the quality with which wages and wages per unit output are planned and as to their soundness and linkage to progressive work standards (output norms, standard work-times and standard service area, allowances concerning the number of workers in the various categories, and so on). That is why the transition to the normative method of planning wages is inseparably bound up with raising the level of work norm setting for workers and employees and with expanding the sphere of their coverage. Yet all is not well in this important area by any means. In a number of sectors and industries the relative share of technically sound output quotas is still low. For the industrial sector as a whole 80 percent of piece-rate workers are operating under these quotas. The work of approximately one-third of hourly rate workers, engineering and technical personnel and employees is not governed by any quota at all.

In many cases all of this makes it more complicated to draft progressive standard wages per ruble of output. Experience shows that the deliberate use of outdated work standards is detracting from the drafting of sound work indicators used in planning. The same thing can be said when progressive work standards are taken into account in planning outlays to remunerate piece-rate workers, while the corresponding outlays for auxiliary workers, who as a rule are paid by time worked, are planned by making certain adjustments in the present level.

In the very near future there must be an improvement in furnishing industrial associations and enterprises intersector and sectorwide normative materials and in updating those which are outdated, taking into account the changes that have taken place in recent years in technology and in the organization of production and work.

The question of the quality of the standards and norms to be applied deserves particular attention. Under similar production conditions they should be equally strenuous and both technically and organizationally sound. Greater emphasis should be put on applying the method of technical work norm setting for hourly rate workers and employees and on widespread introduction of standard intersector and sectorwide schemes of the organization of work. All of this taken together will make it possible to raise the planning of labor and wages to a higher level.

The requisite norms and standards required as the basis for planning is only one aspect of this problem. The procedural guidelines which have been approved provide that in drafting standard wages per ruble of output consideration must also be given to the rise of labor productivity outlined in

the 5-year plan on the basis of raising the technical level of production, introducing progressive technology, mechanizing and automating production processes, improvement of the organization of work and the organization of management, and so on. Each of these directions tends to reduce labor intensiveness and wage intensiveness of the products produced. At the same time cases are possible when labor costs and the wage per unit output increase: for example, when a highly effective new product is being put into production, when product quality is being improved, or when mining-geological conditions deteriorate in extractive industries. The impact of these factors on the standard wage may be either permanent or temporary, but it must in any case be confirmed by appropriate computations.

An important requirement in drafting wage standards is to guarantee that labor productivity increases faster than remuneration. The relation between them cannot be constant in the association (enterprise), nor can it be given once and for all. The impact of numerous factors, including factors not directly related to the operation of the given economic unit, must be borne in mind. But it is mandatory to take into account the specific directions for the intended rise of labor productivity and to make a quantitative estimate of them in planning wages and in setting standards. Otherwise there will be a risk that the standard is detached from the principal factor that determines it.

It is no simple matter to take into account all factors influencing labor productivity and wages and to find the optimum quantitative relation between these indicators, especially when we are talking about a multiannual plan. It is no accident that USSR Gosplan will be working constantly together with the USSR State Committee for Labor and Social Problems and ministries both to improve the present method of planning these indicators and also to seek out other methods which reflect the specific nature of sectors and industries and production operations, the condition of the supporting standards and norms, and so on. It goes without saying that in this important work one should avoid oversimplification and the replacement of analysis and registration of the impact on the standard wage of numerous specific production factors by the drafting of a system of elementary tables which can be used to determine the standard wage fund on the basis of only two parameters--the growth rate of output and the growth rate of labor productivity. At the same time, in determining the standard wages for associations (enterprises) superior organizations should take into account the strenuousness of plans for production, for labor productivity and for product quality.

In performing the set of computations necessary to determining wage costs per ruble of output in the 5-year plan, ministries, associations and enterprises should be guided by the relevant procedural guidelines for drafting state plans of the USSR's economic and social development and the technical-industrial-financial plans of associations (enterprises). At the present time these methodological guidelines are being brought into conformity with the requirements of the decree of the CPSU Central Committee and USSR Council of Ministers dated 12 July 1979.

It is also mandatory in determining wage costs to take into account normative acts which have already been drafted or will be drafted in the near future by USSR Gosplan, the State Committee for Science and Technology, the USSR Ministry of Finance and other organizations to implement that decree. This applies above all to normative acts on procedure for drafting the indicator of normative net output and its application in planning, on procedure for determining the strenuousness of plans, on the system of progressive norms and standards pertaining to types of operations and expenditures (savings) of labor, etc. Only if the principles of these normative documents are comprehensively realized in planning will it be possible to determine those wage costs per ruble of output which are optimum under the specific operating conditions of associations (enterprises). Only if that condition is met will the standards be able to effectively fulfill the functions they have been assigned.

Once approved by associations and enterprises in the 5-year plan in a breakdown by years, the standard wages per ruble of output are expected to become the principal instrument for determining the wage fund of production personnel when annual plans of economic and social development are being compiled. As we know, such indicators as the rise of labor productivity, the limit on the number of workers and employees, and the wage fund (in industries not applying the normative wage per ruble of output) will be assigned to associations and enterprises in annual plans beginning with the 11th Five-Year Plan.

Other indicators are drafted and adopted in annual plans by associations and enterprises themselves on the basis of the assignments (or standards) of the 5-year plan for the relevant year. They also include the wage fund of production personnel proper. Its size will depend both on the standard assigned and also on the approved indicator for the volume of production.

The new wage planning procedure alters the role of ministries in drafting this most important planning indicator. After the wage standards have been determined in the 5-year plan, their conformity with planned and actual wage funds and also with the established production target must be constantly monitored. At the level of ministries this monitoring will be done by USSR Gosplan.

The new procedure for planning wage expenditures will make it possible to do away with their annual determination relative to the base level attained in the previous year. And this essentially eliminates the effect of a saving (or overexpenditure) of the wage fund in the current year on the planning targets of the coming year. Consequently, if, say, an enterprise has saved a portion of the wage fund formed on the basis of the standard, it retains that saving when it compiles the plan for the coming year. Conversely, an overexpenditure of the planned fund does not bring about a corresponding enlargement of that fund in subsequent years.

It is also important that at the end of the year enterprises will be able to credit to the material incentive fund any unused saving on the wage fund (against the established standard or the planned wage fund). This gives them greater motivation to make thrifty use of the funds planned for remuneration of labor. The new procedure takes into account the Shchekino experiment, whose basic principles are applicable in any production association and at any enterprise.

When the new wage rates were introduced in 1972 in the production sectors, enterprises were given broader rights to use the planned wage fund for incentives to increase output with a smaller work force through combination of occupations, expansion of service zones and increased volume of operations performed. There are quite a few examples in which enterprises have achieved a substantial reduction in the size of the work force by improving the organization of work and management, by mechanizing the production process, through more efficient use of a number of categories of personnel and by making more effective use of worktime. The resulting saving of the wage fund is used for additional incentives for the workers who remain. Above all, those who in one way or another have taken over the functions of the workers made available for other jobs.

This is really the principal way of solving the problem, and in many cases it is the only way. But the potential that exists for increasing output with fewer workers is not being fully utilized by any means. One of the reasons for this is that enterprises do not have a stable and sound 5-year plan and that the annual plan is frequently corrected, and that also applies to the annual plan for the wage fund.

The new procedure for planning expenditures to remunerate labor, the long-term character of the standards to be assigned, and their stability expand the real capabilities of material incentives for fulfillment of planning targets with a smaller work force. It is very important that in order to enhance the motivation of collectives, especially sections and teams, the proportions of supplements paid to workers for combination of occupations and for fulfillment of the assigned amount of work with fewer workers have been increased from 30 to 50 percent.

The proportions of supplements paid to skilled workers employed in especially crucial jobs and for high occupational skill, to engineering and technical personnel, and above all to foremen for high qualifications have also been raised to 30 percent, while those for designers and process engineers have been raised to 50 percent of salary. Additional measures have been envisaged to encourage worker initiative in the adoption of technically sound work standards and in their timely revision.

All of this taken together is expected to contribute to fuller use of the potential that exists locally for raising labor productivity, which is the most important condition for further stable development of our economy.

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LABOR

IMPROVED INDIVIDUAL PLANS NEEDED IN SCIENTIFIC WORK

Moscow EKONOMICHESKAYA GAZETA in Russian No 52, Dec 79 p 13

[Article by A. Pavlenko, candidate of economic sciences: "The Organization of Scientific Labor"]

[Text] The transfer by industrial scientific organizations to an economically accountable system for the carrying out of work on the basis of supply orders is expected to be completed in 1980. A complex of other measures has been set forth by the decisions taken by the Party and the government for the improvement of the economic mechanism. These measures are directed toward an intensification of the effectiveness of economic levers and stimuli in the sphere of industrial science. In particular, premiums will be awarded for the creation of new equipment depending upon the total economic effect which is actually achieved in the national economy.

Orientation Toward Final Results

The principle of orientation toward high final results must become basic in the activity of each scientific collective. Taking this into account, it is advisable to specify criteria for the quality of the labor of scientific workers and concrete directions for the improvement of its organization. At the same time, as practice shows, measures for the scientific organization of the labor process in a number of scientific institutions concern, first of all, conditions of work in the collective as a whole and do not always apply to its individual members.

The experience of leading scientific collectives suggests the possibility to enlarge, where it is advisable, norm setting for scientific labor. There are corresponding norms which touch authored work, editing, reviews and the carrying out of various assignments. These norms, however, need systematic improvement and specification; moreover, they are not always unified and do not include all types of work. Work is not always precisely differentiated among a group of people in the carrying out of research. It is very difficult to determine expenditures of time and the level of

readiness of uncompleted labor. Sometimes the complexity and importance of different types of tasks are not taken into account, and there are no complexity coefficients. Some norms are somewhat overstated and others are understated, giving rise to "profitable" and "unprofitable" work. As a result, some staff members overexert themselves, while others have a large reserve of time at their disposal and substantially "overfulfill" insufficiently grounded plans. The continuous improvement of the norms of scientific work is one of the resources for raising its effectiveness.

A correctly formulated estimate and accountability have important significance for the improvement of labor norms. At certain institutes, for example, at the Institute of World Economics and International Relations of the USSR Academy of Sciences, a precise estimate of all the work carried out by scientific associates is imposed. The organization of such estimates is to be found only at the beginning stage in numerous other institutions.

To improve estimates, in our opinion, it is advisable to determine a percentage for the carrying out of the annual norm for all types of work. The introduction of a similar system will permit the precise determination of the volume of work of each worker, bringing to light the structure of their load and its correlation. Also, work involving the recertification of associates is made easier, and the system of material and non-material incentives is given a more reliable basis. Estimates in percentages of fulfillment of the annual norm (and not only in authored sheets as is often done) provides an opportunity to organize socialist competition. The main advantage of this system is that it ensures a comparison of the results of the labor of all categories of associates and all subdivisions of a given institution.

Concerning Creative Plans

A large role in the organization of labor is played by the individual plan which comprises the basis of the planning and evaluation of the labor of the scientific associate and serves as a basic document in recertification.

The form of the individual plan for institutions of various systems is not unified. Some of them are excessively laconic and simplified, and others are cumbersome, complicated and detailed. It seems to us that the following basic parameters should be set forth in them: a planned assignment for the next year, means for the monitoring and verification of fulfillment, quantitative and qualitative evaluation of the work, and a decision by the supervisor of the subdivision on the fulfillment of the plan. The introduction everywhere of indicators of effectiveness and quality in the form of individual plan reports would permit, in our view, a bettering of work on the planned improvement of the scientific organization of scientific labor and the raising of its output.

One of the deficiencies in the organization of scientific activity is the unevenness of the load of workers. It depends upon the distribution of assignments, differences in abilities of associates and their theoretical and professional training and scientific conscientiousness. The most acceptable approach to the attainment of the validity of assignments is to calculate beforehand the labor intensiveness of the planned tasks of each associate for the next year and to apply modifications to individual plans in accordance with this.

In analyzing assignments, it often comes to light that in many institutions, originally authored work occupies an insignificant portion of a worker's time, from $1/4$ to $1/2$, the remainder being devoted to reviews, the carrying out of urgent tasks, minor organizational work, etc. Estimates of all types of work, therefore, are necessary in order to precisely bring to light their structure, to determine how associates spend their time and to abandon tasks which are not really necessary. It is advisable to more widely utilize the experience of those institutions in which, in analyzing individual annual reports, take into account not only the volume of work, but also its structure and the rational utilization of a worker's time.

The main criterion in evaluating the qualitative side of the labor of scientific associates is the scientific level of the work carried out. It must be determined if it is an innovation in research, if it reflects the contemporary level of science, if it signifies a step forward in its development, a contribution to the working out of a theory on the basis of a generalization already achieved, an augmentation of knowledge.

Profound scientific analysis, serious generalizations, the presence of new conclusions and recommendations which have great theoretical and practical significance, their broad utilization in practice, is the basic indicator, not only of effectiveness, but also of quality.

The structure of the work being carried out is one of the objective criteria of quality. Those types of work which demand the greatest skilled theoretical training must receive, not only a higher evaluation, but also priority in the structure of the working time of the scientist.

The development of skill is the main path toward the raising of the quality of scientific work.

Work on the raising of the skills of scientific personnel is not always carried out consistently and in conformity with a plan. The development of current and long-range plans for the raising of skills could play a large role. Unfortunately, this is being done in far from all institutions.

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LABOR

ALL-UNION REVIEW OF WORKING CONDITIONS

Tallin SOVETSKAYA ESTONIYA in Russian 26 Jan 80 p 3

[Article by U. Annus, head of the workplace health and safety division of the Estonian Republic Trade Union Council]

[Text] The tasks involved in improving the state of working conditions and workplace health and safety envisaged by the decisions of the 25th CPSU Congress and subsequent decrees of the party and government are being performed effectively in our country.

In our republic alone the number of workplace accidents has decreased 19.5 percent in the 3 years of the current 5-year period, and the number of days of sick leave has dropped 17.3 percent. Nearly 95 percent of enterprises and organizations are operating without serious workplace accidents, and many have had none at all. Thanks to the constant improvement of workplace health and hygiene noise, vibration, gas concentration, dust concentration, illumination and work station microclimate have been brought into conformity with standards for 62,600 workers. Dressing rooms with a capacity of 40,400 and washrooms with a capacity of 11,800 have been put into service in new and reconstructed employee facilities, and 2,356 ventilation systems and many other devices that improve working conditions and workplace safety have been put into service.

In the republic socialist competition for improvement of workplace adequacy the honorary certificate of the Estonian Council of Ministers and the Estonian Republic Trade Union Council has been awarded to the collectives of 43 enterprises and organizations. They include the Garment Production Association imeni V. Klementi, the Azeriskiy Ceramics Plant, the Estonskaya GRES, the Myar'yamaa branch of Sel'khoztekhnika, and others.

At the same time there have been workplace accidents at certain enterprises and organizations because of the unsatisfactory state of safety techniques and production discipline. Workplace health and hygiene does not always meet standards, so that workers become ill and dissatisfied with the conditions of the workplace, labor productivity drops, and there are other adverse tendencies. Progress is slow in eliminating manual and heavy labor and in relieving women of this work.

In order to intensify the attention of economic authorities and trade union organizations to the problems of workplace health and safety and in order to mobilize work collectives toward creating conditions for highly productive work the presidium of the AUCCTU decreed that an All-Union Public Review of Working Conditions and Workplace Health and Safety would be held in 1980. A corresponding decree has just recently been adopted by the Estonian Republic Trade Union Council as well. A commission headed by A. I. Volostnykh, secretary of the Estonian Republic Trade Union Council, has been created to supervise the review in the republic.

The review will last until 31 December of this year and will be conducted directly by the republic trade union committees jointly with ministries and departments in all associations, enterprises, organizations and kolkhozes. It is recommended that review commissions be created locally by joint decision of the trade union committee and the administration for direct supervision of the review, to examine proposals submitted by the workers and to summarize the results of the review.

During the review principal attention is to be paid to reduction of the incidence of workplace accidents and occupational diseases, to performance of comprehensive plans through improvement of workplace health and safety as well as to the effectiveness of measures to improve sanitary conditions in 1980 and in the 10th Five-Year Plan as a whole, to achievement of the highest degree of conformity of work conditions to sanitary norms, and to widespread introduction of advanced know-how in the field of workplace health and safety.

On the basis of the results of the review all associations, enterprises, organizations and kolkhozes are by 16 January 1981 to submit to their superior trade union body a detailed report in the form prescribed by the presidium of the AUCCTU. Collectives which have achieved the best results in the review will be awarded certificates of the AUCCTU.

The task of trade union committees and economic authorities is to make considerable progress toward improvement of working conditions during the All-Union Review and on that basis to create prerequisites for successful fulfillment of state plans and socialist obligations.

7045

CSO: 1828

LABOR

OIL FIELD WORKERS COMMENT ON WORK SCHEDULE

Moscow NEFTYANIK in Russian No 1, Jan 80 pp 6-9

[Article by A. Mal'kov and V. Pivovarov, VNIIOENG [All-Union Scientific Research Institute for the Organization, Management and Economics of the Petroleum and Gas Industry]: "The Workers' Viewpoint on the Expeditionary-Team Method"]

[Text] In accordance with the decisions of the 25th CPSU Congress an extremely large regional industrial complex--the country's principal center for petroleum and gas extraction--has continued to take shape in Western Siberia during the 10th Five-Year Plan. Year after year the volume of production of petroleum, gas and gas condensate here has increased uninterruptedly, and the State Plan for Economic and Social Development of the USSR in 1980 calls for petroleum production in Western Siberia to increase to 315 million tons and gas production to more than 160 billion cubic meters. In order to provide for the planned level of production under the harsh conditions of northern Tyumenskaya Oblast, the Ministry of Petroleum Industry made a decision to do a substantial portion of the drilling work, which has to be carried on at a stepped-up pace, by the expeditionary-team method (see NEFTYANIK, No 10, 1978). It is something new to do drilling by the expeditionary-team method, which involves considerable organizational difficulties and makes it necessary to solve many socioeconomic problems. In 1978 the sociological research sector of the Scientific Management and Workplace Safety Laboratory of VNIIOENG, on an assignment from the Ministry of Petroleum Industry, conducted a sociological survey of drilling team workers working under the conditions of the expeditionary-team method in order to study these problems and draft recommendations for improvement of the organization of drilling work. The research was conducted in the association Surgutneftegaz, for which drilling is being done by the Birs'k UBR [drilling administration] of the association Bashneft' and the

Yershov UBR of the association Saratovneftegaz. The questions of a formalized interview were put to 160 workers of these administrations in order to discover their satisfaction (or dissatisfaction) with the expeditionary-watch schedule of work and rest as well as the reasons and motives underlying the particular attitude toward this work schedule. This article will familiarize the reader with the summarized answers to these questions, the principal conclusions and the steps to be taken first in improving the organization of this work.

So, the first and most general question--"Are you satisfied with your work, which involves traveling back and forth for tours of duty?" An affirmative response was given by 76.9 percent of the respondents (subjects of the survey), a negative response by 17.5 percent, and 5.6 percent did not make a definite response because they had not worked long enough under this schedule. The following were dominant among the reasons for dissatisfaction:

- i. very tiring trip,
- ii. long separation from family,
- iii. wife's objection to this work schedule.

The second question--"What appeals to you about this work at the present time?"--was multiple choice:

- i. higher wages,
- ii. a decision by the management of the association assigning you to this work,
- iii. no chance of finding another job in the settlement where you live.

We should note that the procedure of the survey allowed the responsibility of marking more than one answer or supplying others not given.

In responding to this question 46.3 percent of the workers indicated that they were attracted by the possibility of obtaining higher wages, 25 percent of the respondents answered that they were compelled to consent to the decision of the management of the parent association, 14.4 percent of the respondents preferred this work because they could not find jobs in their field where they lived, and 45 percent of the workers gave other reasons for deciding to work according to the expeditionary-team method. The following were the most frequently encountered of these:

- i. fear of losing longevity,
- ii. the need to work 3 years after graduation from an educational institution,

- iii. the free time available for study and preparation for examinations of correspondence students,
- iv. the romantic appeal of the North and young people's desire for variety,
- v. the opportunity to improve skills more quickly,
- vi. the management's promise to speed up allocation of housing where they live,
- vii. the long rest period at home,
- vii. reluctance to leave their drilling team.

The third question--"Are you satisfied with your present wage?"--was supposed not only to determine the relative proportions of groups of workers satisfied and dissatisfied with their present wage, but also to reveal exactly what lies behind the dissatisfaction:

- i. the amount of the wage,
- ii. the fluctuation of the wage,
- iii. the procedure for remuneration,
- iv. compensation for difficult and harmful work conditions,
- v. the amount of bonuses and procedure for awarding bonuses.

This question received a negative response from 58.8 percent of the workers. Moreover, the amount of the wage (84.4 percent of the dissatisfied respondents) had the greatest significance. Many were displeased by the fluctuation of the wage (33.3 percent) and by compensation for difficult and harmful working conditions (30 percent). The remuneration procedure and bonus size and procedure turned out not to be so important in workers' dissatisfaction with their present earnings (less than 5 percent of those who were dissatisfied). In addition, reasons like these were also given for dissatisfaction:

- i. the fact that benefits are not paid for work in the North,
- ii. inadequate payment for the time spent traveling.

The next two questions--"Are you satisfied with the work and rest schedule of the expeditionary-team method of conducting operations (the length of the tour of duty and the period spent at home)?" and "Are you satisfied with the work schedule of the expeditionary-team method (the length of the work shift and the procedure for alternating daytime and nighttime shifts)?"--were aimed at discovering the satisfaction (or dissatisfaction)

of the workers with the tour of duty in the Surgut field and the period of time spent at home, and also with the length and alternation of work shifts. At the present time the following work and rest schedules are being practiced by drilling teams: 15 x 12 x 12 x 15, 7 x 12 x 12 x 7, and 12 x 8 x 8 x 12; here the first number is the length of the tour of duty in days, the second is the length of the work shift in hours, the third is the length of the interval between watches in hours, and the fourth is the number of days of rest at home.

Most of the workers of the drilling teams working under the conditions of the expeditionary-team method (75.6 percent) were satisfied with the work and rest schedule. Among those who were dissatisfied the principal underlying cause of their dissatisfaction was the fact that the time spent traveling to and from the oil field and where they live (about 4 days in both directions) is included in the period of rest at home.

The sixth question--"Are you satisfied with the organization of work at your workplace?" If the respondent answered negatively, he was asked to indicate precisely what bothered him:

- i. condition of the equipment,
- ii. level of mechanization of the work,
- iii. pace of the work,
- iv. punctuality in the supply of work and materials.

The respondent was, moreover, allowed to mark as many elements of the organization of work at his workplace as he considered necessary and also to supplement the proposed set of answers.

This question was answered affirmatively by only 40 percent of the respondents, while the rest were dissatisfied with the way operations were organized where they work. It was, moreover, revealed that the relative share of the group of workers of the Yershov UBR dissatisfied with the organization of work (77.4 percent) was considerably higher than in the Birsks UBR (50 percent). We should note that there were no essential differences between the two drilling administrations in the distribution of respondents among groups with respect to their responses to the previous questions. But most of those who were dissatisfied with the organization of work at the workplace unanimously said that the principal drawback was that work and materials were not supplied punctually. This group represented 83.7 percent in the Birsks UBR and 78.7 percent in the Yershov UBR. They also indicated dissatisfaction with the pace of work (51 percent and 57.4 percent, respectively), the condition of equipment (32.7 and 51.1 percent, respectively) and the level of mechanization (18.4 and 27.7 percent, respectively).

We can also note that among occupational groups the highest percentage of those dissatisfied with the organization of work at work stations were the drillers--75 percent, assistant drillers--67.7 percent, and fitters--68.2 percent. Workers of these same occupational groups singled out among all the elements under the concept of organization of work the slowness in the supply of work and materials, while such elements as the level of mechanization were most frequently the cause of the dissatisfaction of riggers (66.7 percent) and electric welders (40 percent); the condition of equipment of drilling foremen (60 percent) and fitters (53.3 percent).

On the whole the reasons for worker dissatisfaction in expeditionary-team drilling teams expressed in addition to the multiple choice answers indicate that they do not like to work on old equipment, they do not like the poorly organized supply of fuel and lubricants, often they lack specialized equipment when they need it, interruptions in the supply of materials, cutting tools, cement and spare parts are not uncommon. All of these causes idletime on the shift and causes dissatisfaction.

The next question--"Are you satisfied with the present working conditions at the work station with respect to public health and hygiene?" If the respondents were dissatisfied, they were asked to indicate which of the following components dissatisfied them:

- i. noise and vibration,
- ii. dust and gas,
- iii. weather and climate,
- iv. physical difficulty and nervous strain,
- v. the level of work health and safety with respect to prevention of injuries and occupational diseases.

Only 18.7 percent of the workers working under the conditions of the expeditionary-team method were not satisfied with working conditions at their work stations with respect to health and hygiene. Within this group 46.7 percent of the respondents identified as the principal cause of dissatisfaction the condition of health and safety with respect to prevention of injuries and occupational diseases, while 40 percent referred to weather and climate. Tractor and machine drivers (50.6 percent) and fitters (31.8 percent) were most frequently dissatisfied with health and safety conditions at their work station.

The dissatisfaction of the respondents with workplace health and safety resulted to a considerable extent from the frequent absence at drilling rigs of personal safety equipment, first-aid kits, and reliable covering of the drilling rig. Many workers said in their responses that the risk of injuries had not been eliminated on the old equipment.

There were few complaints of such elements of health and hygiene as noise and vibration, dust and gas, physical difficulty and nervous strain.

The answers of half of the workers to the question--"Are you satisfied with the organization of food service and the quality and variety of meals during the tour of duty?"--were affirmative, but once again, as with the question on the organization of work at the work station, a substantial difference was revealed in the distribution of responses by groups between the workers of the Yershov and Birsks UBR's. The highest proportion of the group dissatisfied with the organization of food service was among the workers of the Yershov administration--83.9 percent, while this proportion was only 28.6 percent in the Birsks UBR.

Worker complaints mainly came down to the following:

- i. no hot meals for teams working at night,
- ii. the high cost of food service in the dining hall,
- iii. the poor quality of food preparation,
- iv. the virtually constant lack of dairy products, vegetables and fruit,
- v. the lack of variety in the dishes prepared.

The question--"Are you satisfied with the housing conditions provided you during your tour of duty?"--brought negative answers from 43.2 percent of all the respondents in the two UBR's. The number of workers not satisfied with housing conditions was particularly sizable in the Yershov UBR--67.7 percent. Apparently the management of the association Saratovneftegaz is not paying enough attention to fitting out cars to serve as housing at the fields being developed by the expeditionary teams of the Yershov UBR nor to the organization of food service of the workers.

The workers of the Birsks and Yershov UBR's dissatisfied with housing conditions during their tour of duty complain of the following:

- i. it is cramped and dirty in the cars,
- ii. the heat is often turned off,
- iii. they do not have the necessary assortment of furniture (tables, chairs, lockers, bedside tables, table lamps),
- iv. the lack of centralized washing of bed linen in Surgut.

The next question--"Are you satisfied with cultural- and consumer-service facilities in your production section?" When a worker answered negatively, he was asked to indicate specifically what dissatisfied him:

- i. dressing rooms,
- ii. showers,
- iii. places to rest and get warm,
- iv. dining room,
- v. special clothing,
- vi. radio, television set, library and parlor games.

For the two UBR's taken together 81.9 percent of the respondents were not satisfied with cultural- and consumer-service facilities: 73.5 percent among the workers of the Birsk UBR and 95.2 percent of the workers of the Yershov UBR. In response to the request to state precisely which elements of cultural and consumer services they were dissatisfied with, 68.7 percent of the respondents indicated the lack of dressing rooms, 75.6 percent the absence of shower rooms and 43.7 percent the lack of special clothing. Just as with responses to the questions concerning the organization of food service and housing conditions, the workers in the Yershov UBR indicated more frequently that they were dissatisfied with dressing rooms (79.7 percent) and places to rest and get warm (54.2 percent) than the respondents of the Birsk UBR.

Negative responses to the question—"Are you satisfied with the present travel conditions of the teams?"--were given by 55 percent of the workers from both UBR's: 58.2 percent for the Birsk and 50 percent for the Yershov. Those who were dissatisfied were asked to state precisely what dissatisfied them:

- i. type of transportation,
- ii. traveling time,
- iii. unavoidable layovers.

It turned out that most of the objections concerned unavoidable layovers. This reason for dissatisfaction was indicated by 79.5 percent of the respondents: 77.4 percent of the Yershov and 80.7 percent of the Birsk UBR. Most of the respondents from the Birsk UBR indicated that too much time (about 4 days) was spent traveling in both directions, and this time was charged to their rest at home. Because of airplane landings at Tyumen' Airport there are frequent delays in refueling and assignment of stand-by passengers to special flights. Moreover, it was noted that there is no efficient organization of dispatch services, so that buses which take the watches from Surgut Airport to the oil fields are not furnished on time. In case of bad flying weather, which occurs rather frequently on the Ufa--Surgut and Saratov--Surgut air routes, no rest or food at all have been

organized for the workers. Because there are no roads from the paved highway to the drilling rigs the workers have to walk and carry their luggage as much as 1.5 km to the rigs, which is especially difficult where there are no paths.

The questions in the formalized interview--"Would you like to change jobs in the near future?" and "If you would, why is that?"--were aimed at discovering the potential personnel turnover in the drilling teams operating on the expeditionary-watch schedule. For the two UBR's taken together the relative share of workers wanting to change jobs in the near future or still not having made a firm decision was 14.4 percent in each case. We can assume with a high degree of probability that nearly a third of the workers would leave the drilling administrations working under the expeditionary-watch method if they found jobs with better conditions. This process can be prevented or at least reduced only if the objective reasons giving rise to worker dissatisfaction are completely corrected or considerably mitigated. The following reasons are principally involved in the desire to change jobs in the near future:

- i. difficult working conditions,
- ii. lack of a number of benefits paid in northern regions,
- iii. dissatisfaction with wages,
- iv. dissatisfaction with housing conditions and the organization of food service where they work,
- v. poor organization of work at work stations,
- vi. the desire for work that does not involve long travel.

Many of these factors giving rise to worker dissatisfaction could be corrected if travel, work and everyday life were better organized.

Thus processing the results of the formalized interview allows us to draw certain conclusions.

A majority of the workers speak out in favor of work on the expeditionary-team schedule, noting quite a few constructive aspects in this kind of organization of work and rest: for example, the higher level of wages, the long time they spend with their families at home between tours of duty, the possibility of making better use of their free time, for study among other things, etc. At the same time many of the workers have adverse attitudes toward this arrangement mainly because of substantial oversights in organizing such elements of the expeditionary-team method of conducting drilling operations as travel to and from the place of work, the production process itself, and also everyday life and rest at the drilling sites. Most of the workers are unhappy that the time spent traveling is deducted from

their rest period at home. Many objections pertain to the long wait for vehicles to carry the watch at the airports at both ends of the trip, the fact that the vehicles are not adapted to carry passengers, the impossibility of driving all the way to the drilling site in a number of cases, and so on. There were many complaints of the poor organization of work (especially in the Yershov UBR). The workers have to work with old equipment, downtime is frequent because of interruptions in the supply of materials, spare parts, tools, drilling bits, cement, fuel and lubricants, and special equipment. Nor is there enough special clothing.

The organization of everyday life arouses particularly great dissatisfaction on the part of the workers. The variety of hot meals at the drilling sites is inadequate, the cost of meals is high, the food is monotonous, there are frequent interruptions in the supply of dairy products, vegetables, fruit, bread, drinking water, and so on. These shortcomings are compounded by the length of time the workers spend at the field site. Housing and the conditions of everyday life of workers in the field in the Surgut oil field leave much to be desired. There are few wagons to be used for housing, and those available are cramped and dirty, there is little furniture, there is no centralized change of bed linen, often the beds are not individually assigned to the workers, there are few lavatories, showers, and dressing rooms, there are no drying rooms for clothes, nor places to rest and get warm and Red Corners. The cars available are often not suitable in design for northern conditions.

It is therefore no accident that nearly one-third of the workers would not mind changing their job under the expeditionary-team system for a job where they live. Holding them in such a necessary work area as Western Siberia is not an easy task, but it can be done. The first thing needed is to draft and adopt a number of organizational and technical measures, but this is a topic for a discussion of itself (we are planning to publish an article on this in one of the upcoming issues of the journal--Editors).

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7045

CSO: 1823

EDUCATION

MINISTRY OF EDUCATION LOOKS AT SCHOOL ATTENDANCE

Moscow UCHITEL'SKAYA GAZETA in Russian 15 Jan 80 p 2

[Article: "In the USSR Ministry of Education"]

[Text] The collegium has reviewed the matter of the attendance of young specialists at schools and pre-school institutions in 1979.

It was noted that during the first four years of the Tenth Five-Year Plan approximately 414,000 young specialists with a higher education and almost 266,000 with a secondary specialized education were sent to general educational schools and other educational institutions of the education system. In 1979 the pedagogical institutes of the Lithuanian SSR, Kirghiz SSR, Uzbek SSR, Kazakh SSR, Latvian SSR, and many enterprises of the RSFSR and the Ukrainian SSR basically fulfilled the plan for sending students on to further schooling. Several institutions of higher learning due to an improvement in training work and improving the professional training of future pedagogues provided a high attendance rate of their graduates in schools and pre-school institutions. This includes institutions of higher learning in Arkhangel'sk, Arzamas, Kurgan, Mordovo, Novokuznetsk, Petropavlovsk, Taldy-Kurgan, Dzhizak, Samarkand, Tashkentskaya Oblast, Osh, and other places.

At the same time attendance on the whole remains unsatisfactory. For example, in the Georgian SSR the plan for sending young specialists with a higher education was fulfilled by October by only 64.3 per cent and those with a secondary specialized education by 34.6 per cent. A similar situation exists in the institutions of higher learning of Azerbaijan, Tadzhikistan and Moldavia. Attendance in schools of university graduates for the Soviet Union on the whole is 72 per cent.

The collegium noted that this attests primarily to the poor responsibility of the managers of several institutions of learning and of the organs of national education and to the low level of ideological and professional orientation work and significant shortcomings in performing pedagogical practice.

An appropriate decision was made concerning this matter.

8927

CSO: 1823

EDUCATION

IMPROVEMENTS CITED IN LATVIAN HIGHER EDUCATION

Riga SOVETSKAYA LATVIYA in Russian 4 Jan 80 p 2

[Article by Z. Austers, first deputy minister for higher and secondary specialized education of the Latvian SSR: "At the Level of New Tasks"]

[Text] The decree of the Central Committee of the CPSU and the USSR Council of Ministers, "On the Further Development of the Advanced School to Higher Education and the Raising of the Quality of the Training of Specialists," laid down a broad program for the comprehensive improvement of the system for higher education in conditions of mature socialism and designated strategic directions for its development for the long term.

A thorough discussion of this most important document took place at meetings of councils of VUZ's of the republic, departments, divisions, and at meetings of instructors. Plans have been developed for the improvement of all training and methodological, ideological and educational, and scientific and research work. A meeting of the Board of the Ministry of Higher Educational Institutions was held at which the results of what has been done were analyzed in light of the new requirements.

Immediate attention was given to those deficiencies which were discussed with so much principle and sharpness in the decree. These also apply to the advanced schools of our republic. They are, first of all, omissions in the planning of the training and distribution of specialists, in the organization of the educational process, in the training of teaching personnel, and in the strengthening of the material base.

It should be noted that the republic's VUZ's are prepared to carry out the tasks put before them. Over the past 15-20 years they have broadened their material and technical base, gotten firmly established organizationally, and seriously raised the level of the training of specialists. Currently, 47,700 people are being trained in our VUZ's, 19,300 of them without discontinuing their work. From five-year plan to five-year plan, quotas for the graduation of specialists have been successfully

fulfilled, and, basically, the republic's need for highly qualified personnel has been satisfied. In the current five-year plan, training has begun of personnel for such industries as agricultural construction, motor vehicle maintenance, transistor and electronic machine construction, as well as for such fields as pedagogy and pre-school psychology. More secondary school graduates have been accepted who have decided to devote themselves to the teaching of mathematics, the Russian language, literature, biology with a specialization in "fundamentals of agriculture," music, and singing.

Along with this, a great deal of importance has been given to the improvement of the educational and training process. The transition to new educational plans and programs; the widespread introduction of technical instructional equipment; the creation of specialized auditoriums, laboratories and studies; the utilization of the elements of problem training; and the broadening of the scientific research work of students has demanded great efforts. All this has brought its good fruits. The progress of students over these four years has shown some growth. There are more students who know the grades, "excellent" and "good," and the drop-out rate has been reduced from 5.7 percent in 1975 to 3.5 percent in 1978.

The introduction of technological charts in every discipline with the broad utilization of technological equipment, computers and visual aids is contributing to an intensification of the educational process. The development of particular methods is under way for the most complex and difficult disciplines. Particularly large projects in this direction are being undertaken at the Riga Polytechnic Institute, the RKIIGA [Riga Red Banner Institute for Civil Aviation Engineers imeni Lenin Komsomol], the Latvian State University imeni P. Stuchka, and the Riga Institute of Mechanical Engineering. For example, the thorough study of the computer has been organized at the Riga Polytechnic Institute, beginning with the first year. For this were prepared 57 specialized auditoriums and laboratories, including 11 student computing halls, 13 auditoriums for the study of programing and monitoring, and 18 auditoriums for educational films and other technical equipment. The utilization of television will soon be widespread in the educational process at the Riga Polytechnic Institute and at Latvian State University.

Production practice is very important for the future specialists. Therefore, with the aim of further strengthening the links of the VUZ's with industries of the national economy and improving the training of students, intensive work is being conducted on the selection and strengthening in 1981-1985 of bases for practice at the leading enterprises, in organizations and in the best schools.

The traditional ties of the Riga Polytechnic Institute with VEF (Riga Electrical Engineering Plant) associations, "Alpha," the RAF [expansion unknown] plant and other enterprises are good examples of creative collaboration. Thus, the VEF association became the original forge of practical production qualities for many students of the Riga Polytechnic Institute. The plant sends its best young people to the Riga Polytechnic Institute for study.

The strengthening of the practice bases on a contractual basis will consolidate the long-term direct contacts of the VUZ's with enterprises and will contribute to cooperation in the training of specialists. The new tasks of the advanced school demand, in our view, the more active participation of industrial ministries and departments, enterprises and organizations, not only in supplying contingents of students and conducting practical training, but also in the strengthening of the material base of the educational institutions.

Subsequent large numbers of graduates were accompanied by the carrying out of the complex program, "Improvement of the Training and Consolidation of Teaching Personnel in the Republic for 1977-1985." This means that, in the future, enrollment will basically grow, owing to the increased training of teachers. At the same time, we understand that the dynamically developing national economy of the republic will undoubtedly demand new types of specialists which we are currently not training. Therefore, industrial ministries and departments must thoroughly study the future personnel needs of their industry and, along with proposals for the opening up of new specialties at our institutions, make well-founded demands on the course of study of young people in the VUZ's of other republics. Incidentally, we are expecting the most serious aid from the ministries in the selection of candidates through non-competitive admission for such courses of study. It is only due to the passiveness of enterprises and organizations that it is possible to explain the fact that the plan for non-competitive admissions has not been carried out in recent years.

The quality of future specialists depends to a great degree upon that contingent of young people which enters the first courses. It must be said directly that the system of selection in the VUZ's still does not completely suit us. It is urgently necessary to substantially enrich all the work connected with the enrolling of the new replenishment of the institutes. The advanced school must form its student composition itself and not rely upon the spontaneity of chance enrollments. From simultaneous admissions companies for the selection of the best prepared young people, we will gradually move over to a system of advance formation of the student body, utilizing all the key factors of professional orientation. This work must be conducted with the close cooperation of industrial enterprises, kolkhozes, sovkhoses, ministries and departments with the school and Party and Komsomol organizations.

At present, as the data on the admission of the current first-course students indicates, enterprises, construction projects, kolkhozes and sovkhoses are not coping well with identifying and directing their best workers to the VUZ. Only nine percent of first-course students have been sent for study from those institutions listed, and the figure is even lower at certain VUZ's: 1.5 percent at Latvian State University, 2.5 percent at the Riga Polytechnic Institute, and 1.8 percent at the Riga Institute of Mechanical Engineering.

It is necessary to direct particular attention, in this connection, toward the future replenishment of those specialties of which the national economy of Latvia has a severe shortage. In particular, builders, transport workers, agronomists and teachers. Special benefits have been set forth for the hiring of instructors of these professions by the new decree. Without doubt, this will improve the enrollment of the first courses in these specialties.

Well-known work on the improvement of evening and correspondence courses has been conducted in recent years by the republic's VUZ's. Nevertheless, there are a number of unsolved problems in the training of personnel whose solution depends upon the direct interest of enterprises and organizations. Thus, there are extremely few agreements with enterprises on joint work for the selection of candidates for admission to a VUZ. Therefore, correspondence and evening departments are filled with recent graduates of secondary schools and those with a secondary school education, the character of whose work does not correspond to their chosen profession.

A number of measures have been set forth in the new decree for the strengthening of the ideological and political education of students. It is necessary to even more single-mindedly inculcate students with a high political and moral culture, a principled attitude toward deviations from the norms of socialistic morals, a feeling of personal responsibility, and an active life style. To carry out these tasks it is necessary, first of all, to strengthen the system of uninterrupted and profound study of the social sciences. On the basis of a complex approach to education, such effective forms should be broadly utilized as social and political practical experience, departments of social professions, young lecturer schools, Leninist credits, competitive scientific work on social and political subjects, and student detachments. All these forms are being creatively adopted in the VUZ's of our republic.

Naturally, it is impossible to examine all aspects of the further development of advanced educational institutions in one article, but they are gradually coming to the center of the attention of VUZ collectives and Party, trade union and Komsomol organizations. There is no doubt that the workers of Latvia's VUZ's are applying all their efforts, all their creative energy to the improvement of the quality of the training of specialists and the successful carrying out of the new decree.

EDUCATION

LABOR EDUCATION IN KIRGIZIYA SURVEYED

Moscow SHKOLA I PROIZVODSTVO in Russian No 1, Jan 80 pp 18-20

[Article by Z. Dzhantakov, Deputy Minister of Education of the Kirgiz Soviet Socialist Republic: "Labor Education in the Schools of Kirgiziya"]

[Text] By way of implementing the decisions of the 25th Party Congress and the December (1977) decree of the CPSU Central Committee and the USSR Council of Ministers on the school; the pedagogical collectives of the schools, the organs of public education of the republic, hand in hand with enterprises, kolkhozes and sovkhoses, and public organizations under the guidance of the party and the Soviet organs; have determined and are consistently putting into practice measures for the basic improvement of labor training and profession orientation of the students.

The formation of the future worker begins already in the beginning classes. In the schools of the republic, work is underway on the installation of labor training rooms for students of the 1st through the 3rd classes. The majority of the teachers of the elementary school understand very well that the lessons of labor are not merely work with paper by the children, with fabric and natural materials, but also the formation in them of initial conceptions of the role of labor in the life of society, every individual, the involvement in feasible and socially useful affairs.

For example, the teacher of the Chon-Arykskaya Secondary School of Alamedinskiy Rayon V. T. Dzyuba attempts to bring her work on labor close to production, she acquaints the students with the most important characteristics of the materials, the methods of processing them, the arrangement of the machines with the aid of which these materials are processed, she teaches the planning of work, the economic expenditures of raw material, encourages labor initiative and sharpness. There are quite a few such examples.

There is noticeable improvement in the labor training of the 4th through the 8th classes. During the past three years, the schools of the republic

have received almost 4,800 machine tools, more than 13,000 joiner's benches, and 1,800 sewing machines. This makes possible not only an increase in the quality of the labor training of the students, but also the organization of production labor in the schools. Let us take the Alamedinskiy Rayon as an example. In the Lebedinovskaya Secondary School No 1, the students are making various kinds of furniture for pre-school institutions for children and are filling the orders of the Kirgizelektrodvigatel' [Kirgiz Electric Motor] Plant. In the Chon-Arykskaya Secondary School, the children are making transportation boxes for the republic society of rabbit-breeders and are filling the orders of the Mebel'shchik Factory. The Dzhanghi-Pakhtinskaya Secondary School of Sokulukskiy Rayon provides tables for the studies and laboratories of the schools in its region.

Thus, already in the 5th through the 8th classes, the students will get to know the essence of the working professions, the joy of productive work.

Special attention is being given to the organization of profound labor training of the senior students. It must be said that the leading sector of the national economy of Kirgiziya is agricultural production. The overwhelming majority of the secondary schools of the republic are located in the village. For this reason we are directing large efforts toward the training of students for work in agriculture.

At the present time, training of senior students in work on tractors, combines, and other agricultural machines has been introduced in 300 secondary schools, in 100--on automotive work. In other words, in 40 percent of the secondary schools training toward mechanized professions is being conducted. In 1980 this figure will be 54 percent already. By 1983, approximately 70 percent of the students in the 9th through the 10th classes will study the automobile, tractor, combine and other agricultural machines, as well as the foundations of agrotechnology and livestock raising.

About 7,000 graduates of the past year received, together with the certificate of secondary education, the certificate of qualification of tractor driver and machinist 3rd class, rural mechanizer and automotive transport driver. Many of them are now working in native kolkhozes and sovkhoses.

A number of pedagogical collectives have accumulated valuable experience in polytechnical instruction and vocation oriented training of students.

To take only the School imeni Shevchenko of Uzgenskiy Rayon of Oshskaya Oblast. Here a polytechnical complex of study rooms and laboratories, equipped at a high technical level, was created. It includes joiner's and metal worker's shops, study rooms for domestic science and culinary science, five study rooms for automotive affairs. In the study room for traffic rules, a model of the city has been installed, with operating

traffic lights and a layout of the public part, a magnetic board with a set of toy cars. Along the walls electrified road signs are placed, at every table a planchette has been installed for the solution of problems according to cards in conformity with the study program.

The study room for automobile construction is equipped with cross-sections of all units of motor vehicles of the newest trade-marks. Demonstration components of the automobile are spread out on special metallic shelves. There is an Ukraina movie camera and a LETI [Leningrad Electrotechnical Institute imeni V. I. Ul'yanov (Lenin)] slide projector with a complete set of study slides on the automobile. In the study room for electrical engineering, 30 work places are completely equipped. Teacher and students have at their disposal a collection of components of electrical equipment, lighting, signalling, fuel apparatus, coal for charging storage batteries.

To conduct the laboratory-practical studies, assembly and disassembly engine models of modern makes have been installed in the shop, the GAZ-53 [Gor'kiy Automobile Plant] in cross-section, the work of all units of which can be observed with the slow rotation of the crankshaft.

The study room for the combustion regulation of engines is equipped with six operating engines: GAZ-21 (Volga), two GAZ-51, Ural-355, GAZ-53, and ZIL-130 [Moscow Automobile Plant imeni I. A. Likhachev]. Stands have been mounted for the technical servicing of the automobile, rules for the pedestrian and a track for automobile testing have been designed. To instruct students in practical driving, the school has at its disposal a GAZ-51 car and three GAZ-52 cars.

Thanks to the good educational and material base, practically all the graduates receive a driver's license here. Since 1970 their number has reached 536, including 207 girls. Almost 150 of them are working in their native village Mirza-Aki and other farms as drivers or mechanizers, and the others are continuing their study of these skills.

Let us underscore that the educational and material base for automotive affairs was created in the school by the hands of the students and teachers under the guidance of the teacher A. A. Omorov. The School imeni Shevchenko took second place in the organization of automotive affairs among the schools of the Union and in 1971 was honored with a diploma second class of the Exhibition of Achievements of the National Economy of the USSR (VDNKh). A number of the best teachers and students have been awarded medals and money prizes.

Success has been achieved in the training of drivers by the secondary schools in the cities of Tokmak, Talas, Kara-Balt, where 90 percent of the students learning to be car mechanics receive a chauffeur's license.

The organization of the study of the mechanizer professions in the Orlov Secondary School of Leninpol'skiy Rayon deserves attention. For almost 10 years work has been done here with regard to the training of tractor drivers and machinists, jointly with the Krasnaya Zarya [Red Dawn] Kolkhoz. The farm allotted 2 tractors and combines to the school, helped to equip the study rooms for theoretical studies, in which an engine and the individual assemblies of the tractor are installed in cross-section. Under the guidance of the teachers, the study group members made models of the different agricultural machines. Of the 240 tractor drivers and machinists 3rd class trained during 6 years, half are working in agriculture or are studying in the given specialization. During the past harvest season, graduates of this school were the assistants of combine operators on 18 out of 20 kolkhoz combines.

I want to say a good word about the Secondary School imeni Michurin of Suzakskiy Rayon, the graduates of which for a number of years already receive, together with their certificate of secondary school, certification as tractor operator and machinist with broad specialization, and about the Dzhangii-Pakhtinskaya Secondary School of Sokulukskiy Rayon, which has given the basic Sovkhoz imeni 50-letiya Oktyabrya 156 mechanizers.

The extensive involvement of students in productive labor in student production brigades, school forestries, work and recreation camps, opens up great possibilities for their orientation toward agricultural professions, the development of love for the earth, diligence, independence, and the feeling of comradely mutual aid.

Great is also the national-economic significance of the socially useful labor of juveniles and youths. The republic numbers 870 school production brigades and 24 school forestries, which bring together 42,000 students of the 7th through the 9th classes. More than 33,900 hectares of land have been assigned to the brigades--land on which are grown long-term varieties of vegetables and grain crops, cotton, sugar beets and mangel-wurzel, kuziki and other agricultural crops.

Advanced student brigades are conducting a large amount of experimental work, are supporting the link with scholars and specialists in agriculture, and are applying mechanization of labor on a wide scale. As a rule, the productivity on the fields of the student brigades is higher than the average productivity in the basic farms. For example, the members of the student production brigade of Ivanovskaya Secondary School No 1 studied the influence of microelements on the sugar content and productivity of the sugar beet, studied variety-testing. Their work made possible the determination of the most promising varieties of agricultural crops, the optimal time for sowing them, the best variant of pre-sowing cultivation. This brigade has frequently been awarded certificates of honor by the Central Committee of the All-Union Lenin Young Communist League (VLKSM), the Central Committee of the Lenin Young Communist League (LKSM) of Kirgiziya, the Supreme Soviet of the Kirgiz Soviet Socialist Republic, was the first in the republic to become the Lenin Prize laureate of the

Lenin Komsomol of Kirgiziya, and in 1977 was the winner of the All-Union Competition of Rural Schools "Malaya Timiryazevka". The leader of the brigade V. A. Sheremet'eva was decorated with the Order of the Red Banner of Labor. The last two years, at the head of the Issyk-Atinskiy Rayon Department of Public Education, she seriously strengthened the work of the school production brigades in all secondary schools of the rayon. According to the results of the socialist competition of the school brigades of the republic in 1978, the Issyk-Atinskiy Rayon took first place and received the challenge Red Banner of the Council of Ministers of the Kirgiz Soviet Socialist Republic.

Work is now being done in the republic toward the creation of school work brigades in all schools, including 8-year schools.

The inter-school industrial training centers have now become an effective link of labor training and the professional orientation of the students. The industrial training centers (UPK) are a comparatively new phenomenon in our republic. The first of them was created only 4 years ago. Now in 12 industrial training centers, the students of the 9th through the 10th classes of 102 schools are pursuing labor training for 40 different skills. The training profiles are determined by the requirements of the rayons in the leading professions. Thus, the city of Osh, whose economic life is in many respects determined by the gigantic textile industry located here--the Combine imeni 50-letiya Oktyabrya and the silk combine, is in great need of textile-workers. In connection with this, the main concern of the Oshskiy industrial training center is the training of cadres of the mass professions for these enterprises. More than 1,500 senior students, or 75 percent of all those being trained in this UPK, master 8 work skills of the textile industry, participate in productive labor. Last year 230 graduates of the UPK came to work in the textile and silk combines.

Many enterprises are taking an active part in the creation of training shops and rooms in the UPK, considering them their structural subdivisions and devote a great deal of attention to the perfection of the instructional and educational work with the senior students. In the centers of the city of Frunze alone, enterprises of light industry equipped 6 training shops, whose total equipment cost amounts to 115,000 rubles.

For work in the UPK, production collectives have sent highly-qualified specialists. Thanks to the persistent work of these people, every training center has acquired its own character, style, distinguishing it from others. For example, the Kochkor-Atinskiy UPK is the methodological center of the training centers of Oshskaya Oblast in the training of chauffeurs. The directors of the farms of the Frunzenskiy Rayon of this Oblast highly value the work of the Uch-Korgonskiy UPK with respect to the training of tractor operators of broad specialization. Last year, 216 graduates of the center received certification as tractor operator-machinist 3rd class, 33 percent of them remained to work on native kol-
hozov.

The training center of the city of Mayli-Saya is the youngest in Oshskaya Oblast, but already its special feature has been clearly determined--a well-organized net of technical study groups.

Of great interest in the UPK of the Sverdlovskiy Rayon of the city of Frunze is the instruction of senior students in work with punching and electronic computer machines. The Kirgiz branch of the All-Union State Planning and Technical Institute of the USSR Central Statistical Administration gave its equipment to the center and earmarked specialists for the training of the students in three specialties: punch card-computer machine operator, planner of machine information processing, and electronic computer programmer.

The pride of the Pervomayskiy UPK of the capital of the republic is the organization of the training of seamstresses for light clothing and knitted wear. Here everything pleases the eye: the light-colored paint of the walls, modern equipment, smart overalls of the students, and so on.

In the training centers, necessary didactic materials and diverse technical materials are available, the library holdings of textbooks and study aids are constantly being enlarged.

It goes without saying, there are still unresolved tasks and difficulties in the work of the industrial training centers of Kirgiziya. Not one of them has at its disposal a specially constructed model building, all of them are housed in vacated school premises. The work of the centers is rendered more difficult by the absence of scientifically-based programs for many training specialties, by the shortage of textbooks and visual aids.

But the results of the activity of the industrial training centers are visible already today. The graduates who have gone through labor training here determine their future more confidently: more than 40 percent of them go to work or will continue to study in the specialties they have acquired.

The organization of intensified training of senior students directly in basic enterprises is also taking shape. Training shops and sections now operate in 40 plants, factories and combines of the republic. For 15 years already, a training shop with 25 work places has been operating in the Agricultural Machinery Plant imeni M. V. Frunze. The enterprise has allotted teachers and masters of industrial training, provides the shop with instruments, appliances, materials and special work clothing, places orders for production. During these years, more than 800 graduates of Secondary School No 57 acquired here the specialty of lathe operator second class, 282 of them are now working in this plant.

For many years the ranks of the workers of the worsted-cloth combine have been replenished by the graduates of Secondary School No 53, who have received labor training in six skills in the training shops of this combine. The training shops and sections which have been created in the Instrument-Making Plant imeni 50-letiya Kirgiz SSR, and others can also serve as an example of good organization of training in production.

An analysis of the distribution of the graduates of the schools of the republic shows that in 1978 more than 57 percent of them went to work in the sphere of material production, including 49.7 percent who work in agriculture, 25 percent--in industry, 6 percent--in construction, and 4.6 percent in trade and in enterprises of public catering.

Work with regard to the labor training, education and professional orientation of students is coordinated by the Republic Inter-Department Council for the Professional Orientation of Youth. At its sessions the most urgent questions are discussed with respect to the professional orientation of the students, the preparedness of the enterprises, sovkhoses and kolkhoses to accept for work boys and girls who have completed the general education school, their adaptation in the enterprises, there is a review of materials for the dissemination of progressive experience in the joint work of the base enterprises and the schools.

The further consolidation of the union of schools, enterprises, and vocational-technical schools will, no doubt, promote the improvement of labor training and orientation of students in the work professions.

It is well known that the successes in the organization of labor training, the quality of the knowledge and skills of the students depend to a decisive extent on the teachers of labor, their training and retraining. At the present time, 2,272 teachers of labor training are working in the republic, 12.4 percent of whom have a higher education (basically pedagogical), 45 percent--a secondary specialized education, and 42.4 percent--a general secondary education.

Nevertheless considerable removability occurs in this category of teachers, which is caused mainly by the fact that some of them, who do not have specialized training, are not able to cope with their duties.

In this connection it is planned to expand the confrontation and correspondence training and the differentiated retraining of the teachers of labor. In so doing, much attention will be given to the increase of their ideological-political and expertise level, and of general pedagogical culture.

In the 1980-81 academic year, the time allotted to labor training in the senior classes will increase to 4 hours a week and the demand for teachers will increase. In connection with this, there will be an increase in the acceptance of secondary school graduates into the Przhval'skiy Ped-

gical Institute in the specialty: "Labor, Tracing and Drawing": from 50 in 1978 to 100 in 1980.

A basic link in providing schools with specialists for training in auto-mechanics and in work on tractors, combines and other agricultural machines at the present time and in the future are the graduates of the Kirgiz State Agricultural Institute and the workers of Kolkhozes and Sovkhozes who complete the appropriate courses for raising their qualifications.

Regardless of the successes attained in the matter of labor education and professional orientation of students, it is necessary to develop practical recommendations, in the first place with regard to such problems as the system of training of students for work in the national economy, the fusion of training with productive labor, and others. We are faced with the livening up of the activity of the methodological, scientific-research institutions and the pedagogical training institutions with regard to the questions of labor training, education and professional orientation of students.

The workers in public education in Kirgiziya are fully resolved to do everything in their power for the successful realization of the responsible tasks set by the party with regard to the fundamental improvement of the training of the young generation for work in the national economy.

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EDUCATION

TEACHING OF RUSSIAN LANGUAGE IN UZBEK SCHOOLS

Moscow UCHITEL'SKAYA GAZETA in Russian 31 Jan 80 p 3

[Article by O. Chelpanova, UCHITEL'SKAYA GAZETA special correspondent, Uzbek SSR: "Reaching New Heights"]

[Text] Minister S. Sh. Shermukhamedov has described an extensive and comprehensive program for improving further the teaching of the Russian language in national schools.

"Our dream," said he, "is for all children, all Uzbeks to speak Russian as fluently and expressively as their native tongue. This will bring great happiness! Our people need the Russian language to insure the growth of their economic and intellectual potential, and the even greater comprehensive and extensive development of culture."

The lines indicating the direction followed in the work of the ministry and its subordinate institutions--scientific research, method and pedagogical educational institutions, schools and public-education departments--aimed at perfecting bilingualism from kindergarten to VUZ, are clearly demarcated. These directions stem from party and government decrees and the recommendations of two all-union conferences held in Tashkent.

The purpose of a number of measures is to insure the most effective study and teaching of the Russian language. This involves availability of education cadres, upgrading their skills, providing them with methodological aid and equipping them with progressive experience. Particular concern should be shown for lower-grade teachers, whose poor training until recently limited success in the study of the Russian language. Grades should be broken down into subgroups. Preschool-age children should be taught. Training-material facilities should be strengthened. Pioneer houses and palaces and mass-cultural trade-union institutions should become involved in extracurricular work contributing to the development of bilingualism. Scientific-research pedagogical-sciences institutes, pedagogical VUZ chairs and universities should undertake serious scientific research. Extensive propaganda must be mounted among parents and the population.

Unquestionably, substantial successes already exist. However, it would be naive, to say the least, to assume that all difficulties have been surmounted and all problems resolved. There still are poor teachers and methodological errors and students with a poor knowledge of Russian. Education VUZ's and schools have their problems and complexities.

"We have merely taken the first steps," says Said Shermukhamedovich. "Comparing our accomplishments with what lies ahead means that we must greatly energize our efforts. The devoted attention of the republic's party organization, the Uzbekistan Communist Party Central Committee and Sh. R. Rashidov, Central Committee first secretary, and the republic's government gives us strength and energy. We steadily rely on the help of the local party, soviet, trade-union and Komsomol organs. We know that we are thus obeying the wishes of the Uzbek people.

Naturally, a great deal remains to be accomplished. Previous achievements, nowever, make us hope that the education workers in Uzbekistan will be able to reach new heights.

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DEMOGRAPHY

WOMEN'S ATTITUDES TOWARD FAMILY SIZE RESEARCHED

Riga KOMMUNIST SOVETSKOY LATVII in Russian No 10, Oct 79 pp 3-14

[Article by I. Anderson, secretary of the Central Committee of the Communist Party of Latvia, "Public Attention to Problems of Demographic Development"]

[Text] It is well known that problems of the birth rate, the reduction of mortality, the increase in the average life span, the growth of the population and other demographic problems play an enormous role in the life of society.

And this is understandable. After all, in order for society to exist and develop, each generation of people must reproduce itself in the new generation. The nurturing and education of new generations, which, according to both quantitative and qualitative indicators (health, viability, education, all-around development, active vital position and others) exceeds the former ones, is one of the most important conditions of social progress.

Problems of reproduction of the population and the level of the birth rate are extremely complex problems. They have economic, political, philosophic, moral, psychological and socio-psychological, medical, and other aspects which must be taken into account. These problems trouble not only scientists and demographers, economists, political figures, medical people, sociologists and other specialists, but also every citizen, every conscientious member of society who feels responsibility for the future of the country, for the fate of new generations.

The attitude of society and the state to these problems and approaches, methods and means for their solution are represented by criteria of viability, progressiveness, historical aspiration and the humaneness of the given society and state.

Under the leadership of the Communist Party of the Soviet Union, our socialistic society is doing everything possible for an authentically humane solution to these problems. The slogan, "Everything in the Name of the Individual, for the Good of the Individual," is being successively realized. The material level of life and the spiritual culture of the Soviet people is steadily rising. The world's most perfect state system of public health services, maternity and child protection, social security and education has been created and is being developed. The Leninist appeal, "All the Best for the Children!", has become a law of our life. All these achievements and further aims in this direction have been legislatively secured in the new Constitution of the USSR, the fundamental law of the life of our mature socialistic society.

Nevertheless, a very strained demographic situation has currently developed in a number of regions of our country. The birth rate is declining; natural growth is being reduced; the influx of new young forces into the national economy is diminishing; the population is "aging", the proportion of elderly people receiving pensions is increasing.

Moreover, it is expected that in the 11th and the 12th Five-Year Plans, the situation will intensify even more. This intensification, first of all, is conditioned by objective principles. The next wave of the so-called "echo of the war" is coming. The generation of 1965-1975 will be entering their working age in the expected period. These are the years when a demographic slump was observed in our country, when the birth rate was at its lowest.

Taking all this into account, the 25th Congress of the CPSU put forward as an important task the development of an effective demographic policy. The dynamics of demographic processes are being carefully studied; possibilities for the muting of the "echo of the war" are being investigated to eliminate other causes which are bringing about negative demographic processes or which are contributing to them; complex programs are being developed to guarantee social, economic and other conditions for the further flourishing of our society, the improvement of the life of the Soviet people and the successful solution to demographic problems. Also to play an enormous role in all this will be the carrying out of the decree of the Central Committee of the CPSU and the USSR Council of Ministers which was adopted in fulfillment of the decisions of the 25th Congress of the Party, "On Improving Planning and Strengthening the Influence of the Economic Mechanism on Raising the Effectiveness of Production and the Quality of Work."

Our republic is concerned with those regions of the country where the demographic situation is becoming particularly strained. For confirmation, let us look at statistical data on the birth rate and natural growth of the population in the republic over almost the past 20 years. These figures for 1,000 people in the population come to, correspondingly: in 1960, 16.7 and 6.7; in 1970, 14.5 and 3.3; in 1976, 13.9 and 1.7; in 1977, 13.7 and 1.4; in 1978, 13.6 and 1.2.

These data graphically show that, beginning in the 1960's, there has been a distinct tendency in the Latvian SSR toward a lowering of the birth rate and a reduction in the natural growth of the population. As a result, the reproduction of the population is not being maintained within optimal limits, and the balance of labor resources is steadily worsening (inter-republic migration of the population only partially meets the demand of the republic's national economy for labor resources, and even it has been declining in recent years).

To all appearance, the situation in the republic, like the entire country, will be aggravated still more in the 11th and 12th Five-Year Plans. In these conditions, the stimulation of the birth rate, in our view, is becoming one of the most important and all the more urgent measures. In the course of studying this problem by contingents of scientists and Party leaders in the spring of this year in Riga research was presented, some of which is used in this article.

As is well known, the contemporary family is developing within the framework of determined domestic conscious regulation. Every married couple independently decides whether or not to have children and how many to have. The over-all number of children born are conceived in this way. Unfortunately, the process of family planning currently too often leads to results which do not meet the interests of society and future generations. (In this connection, it should be also kept in mind that there are certain numbers of young people who do not marry, that there are families which, for various reasons, do not have children at all and that in the last decade, due to the influence of a number of objective conditions and subjective factors, too many young families still end in divorce; the number of divorces is growing. All this, likewise, to a significant degree, reduces the rate of the growth of the birth rate and the natural growth of the population.)

In recent times, tendencies have been even more noticeable to have not more than one child in a family, to postpone the birth of a child to the more or less distant future, and to devote more attention to the satisfaction of one's personal needs unrelated to motherhood and fatherhood. Statistics show this. More than 70 percent of working mothers in Riga up to the age of 35 have only one child. In the countryside there are, likewise, many one-child families, about half.

The one-child system of families does not solve the question of the replenishment of the population. Moreover, the one-child family carries in it numerous other negative features. Children in such families more often grow up as egoists, and such families more often are divorced due to the weakness of family ties.

Demographic calculations show that to just maintain the simple replenishment of the population each average family must have two-three children. Taking into consideration the fact that not all women marry and not all can give birth, it is necessary that, on the average, 100 women have 215 children and that 100 married women have 250 children. Consequently, not only a second, but also a third child must be desired in the family.

How are we to approach this problem? How are we to solve it?

In the course of the research already mentioned, working women up to the age of 35 who had two or three children were questioned in Riga. The results of the inquiry were processed at the Central Statistical Administration of the Latvian SSR. The material obtained reveals the concrete demographic situation in the over-all number of young families with working mothers, conditions of their lives, their moods.

In all, 92,072 working women up to the age of 35 were considered in 976 labor collectives of the city. Of these, 41,579 (45.2 percent) are childless; 50,493 (54.8 percent) of the women have children, including 35,962 (71.2 percent) with one, 13,198 (26.2 percent) with two, 1,172 (2.3 percent) with three and 161 (0.3 percent) with four or more.

It is completely clear that both the over-all number and the proportion of two-child (26.2 percent) and three-child (2.3 percent) families do not satisfy social demands for the replenishment of the population. According to demographic calculations, there should be at least two times as many two-child families and slightly more three-child families.

Further in the course of the research, 10,595 young mothers with two children and 907 mothers with three children were questioned. Such a scale of research is completely representative and permits the drawing of reliable conclusions (in this connection, of course, it should be taken into account that such groups of women as unmarried, childless, unemployed, students and others remained outside the parameters of the research. Also, the attitude of men toward this question was not researched. Future studies, of course, will include certain modifications to the study of this problem).

The first question which interested us is the age of the young mothers at the time of the inquiry (cm. Table 1).

As is evident from the table, the number of two-child mothers noticeably grows up to age 30, and then its number stabilizes. The number of three-child mothers is not so strong but also grows up to age 31, after which its number likewise practically stabilizes.

Then, the age of women at the birth of their first, second and third child was analyzed. This has great importance for the elucidation of conditions for the formation of two and three-child families (cm. Table 2).

As is evident from the table, the number of mothers who gave birth to their first-born increases up to the age of 21. The greatest number of births of a first child is observed at ages 21-22. Then there is a decline. Eighty percent of the women with children gave birth to their first child between the ages of 19 and 25. This age must be considered optimal for a woman to give birth to her first child for the creation, in the future, of a full-blooded, that is, a two or three-child family.

The number of women giving birth to a second child increases up to ages 25-27 where the greatest number of births is observed. After that, there is a rapid decline. It is shown that the older women become, the fewer of them desire to have more children. More than 70 percent of the births of second children occur among women between the ages of 23 and 29.

The number of women who give birth to a third child increases up to age 28. The greatest number of births of a third child occur among women between ages 27 and 29 (70 percent of the births of such children occur among women between the ages of 25 and 31.) Older women rarely give birth to a third child. This indicates directly that to increase the number of third children in a family we can mainly count on mothers no older than 30-31.

Table 1

(1)		(2)		(3)	
Возраст матерей		с 2 детьми		с 3 детьми	
		№(4)	%	№(5)	%
(6)	18 лет	3	—	—	—
	19 лет	9	0,1	—	—
	20 лет	12	0,1	—	—
	21 год	51	0,5	1	0,1
	22 года	100	0,9	5	0,6
	23 года	166	1,6	8	0,9
	24 года	249	2,4	16	1,8
	25 лет	372	3,5	16	1,8
	26 лет	524	4,9	28	3,1
	27 лет	724	6,8	48	5,3
	28 лет	855	8,1	63	6,9
	29 лет	1050	9,9	82	9,0
	30 лет	1118	10,6	83	9,1
	31 год	1140	10,8	102	11,2
	32 года	1133	10,7	99	10,9
	33 года	1037	9,8	115	12,7
	34 года	1052	9,9	119	13,1
	35 лет	1000	9,4	122	13,5
(7)	Всего:	10 595	100,0	907	100,0

Key:

- | | |
|--------------------|-----------------|
| 1. Age of mothers | 5. Number |
| 2. With 2 children | 6. Age in years |
| 3. With 3 children | 7. Totals |
| 4. Number | |

On the whole among the mothers in the research group, the birth of a third child occurred 13 times more rarely than the birth of a second. This correlation is unfavorable for the replenishment of the national population.

The apparent conclusion is that, under established conditions, our demographic policy must be directed toward the stimulation of not only the creation, on the average, of the three-child family, but also the birth of each child -- particularly the third -- at the optimal, most favorable age of the woman for this.

Proceeding from this, we studied the length of time between the birth of the first and the second and also the first and third child. The data obtained is shown in Table 3.

The interval between the first and the second child particularly interested us. This period is the most insurmountable for a large number of mothers. From the beginning, all attention is directed toward the care of the first-born at the nursing age. Then the family is already used to the fact that all its concerns are only about the single child. The birth of a second child is often set aside. In one case, it appears with great interruption when the first-born is already walking. In a second case, a second child does not appear at all.

A large interruption negatively influences the demographic situation. The intensity of the birth rate declines. Society does not receive its necessary young replenishment. And the life of the family is impoverished. Moreover, a large interruption is unfavorable to the correct upbringing of children. The first-born, the "favorite" of the family, often grows up as an egoist. The appearance of the second child with a large interruption after the first provides the opportunity to the younger, likewise, in turn, to become the "favorite." A collective spirit of upbringing, characteristic of multi-child families, in this case does not display itself in the proper measure.

As is evident from Table 3, fewer than one-third of the mothers (30.7 percent) give birth to their second child within the most favorable time, a break of one-two years. These mothers were basically up to 25 years old at the time.

A significant number of the women (44 percent) gave birth to their second child three-five years after their first when it was possible that the first child was already going to nursery school. But the most favorable time for the birth of a second child passed for the mothers. These mothers were basically 23-29 years old.

Table 2

		(2)		(3)		(4)	
(1)		первого ребенка		второго ребенка		третьего ребенка	
Возраст матери при рождении		количество	%	количество	%	количество	%
		(5)		(6)		(7)	
(8)	16 лет	82	0,7	—	—	—	—
	17 лет	141	1,2	14	0,1	—	—
	18 лет	381	3,3	19	0,2	—	—
	19 лет	924	8,0	70	0,6	2	0,2
	20 лет	1388	12,1	178	1,5	3	0,3
	21 год	1660	14,4	358	3,1	9	1,0
	22 года	1666	14,5	618	5,4	13	1,4
	23 года	1481	12,9	882	7,7	34	3,7
	24 года	1200	10,4	1138	9,9	50	5,5
	25 лет	928	8,1	1307	11,3	71	7,8
	26 лет	631	5,5	1371	11,9	89	9,8
	27 лет	403	3,5	1322	11,5	95	10,5
	28 лет	271	2,4	1217	10,6	101	11,1
	29 лет	163	1,4	956	8,3	97	10,7
	30 лет	92	0,8	774	6,7	90	9,9
	31 год	44	0,4	540	4,7	82	9,0
	32 года	29	0,3	352	3,1	59	6,5
	33 года	14	0,1	214	1,9	55	6,1
	34 года	4	—	115	1,0	42	4,6
	35 лет	—	—	57	0,5	13	1,4
(9)	Всего:	11 502	100,0	11 502	100,0	905	100,0

Key:

- | | |
|----------------------------------|-----------------|
| 1. Age of mother at baby's birth | 5. Number |
| 2. First child | 6. Number |
| 3. Second child | 7. Number |
| 4. Third child | 8. Age in years |
| | 9. Totals |

Table 3

		(2)		(3)	
(1) Перерыв		между первым и вторым ребенком		между первым и третьим ребенком	
		количество	%	количество	%
(6)	1 год	1228	10,7	—	—
	2 года	2306	20,0	54	6,0
	3 года	1964	17,1	84	9,3
	4 года	1753	15,2	98	10,8
	5 лет	1341	11,7	133	14,7
	6 лет	966	8,4	101	11,1
	7 лет	684	5,9	100	11,0
	8 лет	415	3,6	116	12,8
	9 лет	—	—	64	7,1
	10 лет	—	—	34	6,0

Key:

1. Interval
2. Between first and second child
3. Between first and third child

4. Number
5. Number
6. Years

Only 40.8 percent of the three-child mothers gave birth to their third child within the most favorable time, up to five years after the birth of their first child. They were basically up to 28 years old at the time of the birth.

Women giving birth to their third child from six-eight years after their first were 28-33 years old. Almost 35 percent of all three-child mothers gave birth within this time frame. The remainder had even longer intervals.

Of course, giving birth to a third child is already good, regardless of the length of the break between children. However, the raising of children in a family with such a large difference in the ages of children is most often found to be difficult, for, as already has been noted, the egocentrism of children of various ages is not permitted to be displayed in full measure to the strength of the family collectivism.

The following section of the research was devoted to the question of the social and domestic conditions in which families live which have two or three children.

The possibility to utilize the services of children's pre-school institutions plays a definite role in the solution of the problem of stimulating the birth rate.

According to the results of the survey of mothers, it is calculated that 14,548 children of pre-school age are in their families. This is approximately 60 percent of the children in these families. The number of families found to have children of pre-school age was 9,659 or 84 percent of the total number of families surveyed. Of this number, 4,978 families have one child (43.3 percent), 4,473 families have two children (38.9 percent) and 208 have three children (1.8 percent). The proportion of three-child families with all three children of pre-school age comes to 22.9 percent.

Children from 6,627 families, 68.6 percent of the families having children of pre-school age (a total of 8,780 families or 60 percent), attend kindergartens or day care centers. Not attending pre-school institutions are the children of 31.4 percent of the families having children of pre-school age. This includes 34.1 percent of the families with three pre-schoolers.

It should be recognized that kindergartens and day care centers in Riga far from satisfy the needs of families having children of pre-school age. The results obtained in the course of the investigation indicate that three-child families are in more unfavorable conditions than the others. Only 50 percent of the children from such families attend kindergartens or day care centers even though these families are in particular need of their services. Therefore, in our view, given the total shortage of places in kindergartens and day care centers for three-child families, a special procedure for the immediate allotment of places must be established.

Also, the "problem of the grandmothers" who help in the care and raising of their grandchildren has become even more urgent in the last decades.

The view has become nearly widespread that the modern grandmother should not be expected to care for her grandchildren, that this is a matter only for the young parents. As a result, the natural links between generations are beginning to be broken, and the children are the first to suffer from this. Unfortunately, this phenomenon is widespread in the life of families, which is also confirmed by the data of our research.

The women were asked if their parents or relatives help them in the care of their children. The answers were as follows: "regularly help" in 2,248 families or 19.5 percent; "sometimes help" in 4,127 families or 35.9 percent; "do not help" in 5,127 families or 44.6 percent. It is bad that almost half (44.6 percent) of the grandmothers do not participate in the raising of their grandchildren.

The answers came to 19.1, 34.4 and 46.5 percent, respectively, in families with three children. Here, as we see, the relationship of the parents and relatives is even worse than in the previous group.

These indicators came to 31.7, 31.7 and 36.7 percent, respectively, in families having children of pre-school age who do not attend pre-school institutions. The correlation is slightly better in this group, but, even here, more than a third (36.7 percent) of the parents and relatives do not help with the care of grandchildren.

The correlation was 12.1, 34.5 and 53.4 percent, respectively, in families living apart from parents and relatives and 38.4, 39.4 and 22.2 percent in families living together with parents or relatives. Even living together with their grandchildren, many grandmothers (22.2 percent) find it possible not to help with their care!

Of course, not all grandmothers should be blamed. It should be kept in mind that nowadays grandmothers and grandfathers have "gotten younger." Many of them continue to work and cannot wholly devote themselves to the raising of their grandchildren or participate in it to a sufficient degree. Nevertheless, the situation demands the attention of society. The tendency toward the removal or self-removal of grandmothers from the care of grandchildren not only runs counter to the real needs of the family and of society, it is unnatural. It is necessary to raise the social prestige of grandmothers who are occupied with the care and raising of their grandchildren. It is necessary to help families overcome disagreements over which generation should be occupied with the raising of children. These arguments, as a rule, are unproductive. They lead only to a narrowing of the possibilities in the family for the raising of children and impoverish the life of grandmothers and grandfathers.

Also, the material circumstances of families were studied in the course of the research. Despite the steady growth of the well-being of the Soviet people, material possibilities play an essential role for young families, especially during the birth of children. Such families, especially during the birth of the second and third child, often need material support and help.

The survey showed that 31.4 percent of the young families live on an average monthly income of up to 240 rubles; 32.9 percent between 241 and 300 rubles and 35.7 percent of the families earn more than 300 rubles. These indicators for three-child families came to 35.7, 32.0 and 37.3 percent, respectively.

This means that many three-child families live in less favorable conditions with respect to material considerations than the remainder, although their expenditures for three children, naturally, are higher. Clearly, such families should be given every possible help and support with respect to material considerations.

Normal living conditions play a not unimportant role in the life of young families. We studied the real picture in this aspect in our research. The survey showed that 71.7 percent of the families live separately from their parents and relatives (72.8 percent of three-child families), and 28.3 percent of the families live together with them. Therefore, a significant number of young families live separately from their parents or relatives.

The survey also showed that family composition is basically small. Two-child families have the following composition: 66.5 percent have four people; 15.0 percent have five; and 7.6 percent have six. Three-child families are composed as follows: 65.3 percent have five people; 15.1 percent have six; and 6.5 percent have seven.

With respect to the number of rooms occupied by these families, the correlation was as follows:

For two-child families: 29.8 percent have one room for the entire family; 43.5 percent have two rooms; and 23.2 percent have three rooms.

For three-child families: 23.0 percent have one room for the entire family; 37.7 percent have two rooms; and 33.5 percent have three rooms.

The sizes of living space for one person in two and three-child families is, respectively: 31.8 and 37.9 percent up to five square meters; 22.4 and 30.7 percent with six-seven square meters; 28.0 and 22.7 percent with eight-nine square meters; and 17.8 and 8.7 percent with 10 or more square meters.

Thus, the living space problem remains severe for a significant number of two and three-child families. Three-child families live in more crowded conditions in comparison with one and two-child families even though they have a greater need for living space. In our view, it is necessary to establish for them a special procedure for the preferential securing of living space as in the case with pre-school institutions.

Our research also had to provide an answer to the most essential question: how mothers plan their families. All the subjects were asked if they plan to have another or several children in the future. The answers were 6.2 percent "yes," 23.0 percent "don't know (maybe)," and 70.8 percent "no." As we see, very few women experience the need to have a third or fourth child. It is desirable for our over-all interests that the women who said "maybe" and a certain number who said "no" will decide, nevertheless, to give birth to another child.

Those mothers who still plan to have more children or to permit it were analyzed. Women up to 30 slightly dominated by age among this group, although the indicators are close to the average for all ages (6.2 and 23.0 percent).

In order to clarify after what interval women would want to have their next child, we specified the age of the previous, the youngest.

Basically, women whose youngest child is not very old plan to have more children. That is, they plan to have a short interval between births. Thus, within two-child families having a youngest child up to one year old, 18.2 percent of mothers answered "yes" and 18.3 percent answered "maybe;" for those with a youngest child up to two years the answers were, correspondingly, 17.1 and 13.0 percent; up to three years, 13.5 and 13.9 percent; up to four years, 10.5 and 12.2 percent; up to five years, 11.4 and 12.1 percent.

Thus, in two-child families 70.4 percent of the women who intend to have another child and 69.5 percent who would allow such a possibility had a younger child up to five years old. This is the most favorable demographic group.

Some of the women who have older children likewise expressed a desire to have more children, although to a lesser degree.

We further analyzed the influence of social and living conditions of the family on family planning (cm. Table 4).

First the dependence of family planning on the opportunity to utilize the services of pre-school institutions was examined (Table 4, Section 1). It became clear that this factor did not render a decisive influence on the choice of the mother. In those families where children do not attend pre-school institutions the proportion of mothers who desire to have more children was slightly higher.

We were interested in what influence the presence of helping relatives have on family planning. It turned out that this factor likewise did not influence the choice of mothers very significantly (Table 4, Section 2).

The dependence of the choice of a woman upon the material condition of the family, upon the level of the average family income, was also brought to light. The data obtained, however surprising, showed that the proportion of those planning to have more children is even slightly higher among those having a lower income (Table 4, Section 3). Parents who earn a high income strive to have more children to a lesser degree.

Also, data was assembled on how the family composition influences the decision on whether or not to have another child. It became clear that living together with parents contributes to the choice in favor of giving birth to a third or fourth child, although not significantly (Table 4, Section 4).

The research did not bring to light a consistent dependence of the desire to have more children upon the family's living conditions. On the contrary, in some way, the opposite dependency was even observed (Table 4, Sections 5 and 6).

Thus, the results of the research show that, in the first place, the number of women among the large research group who desire or allow the possibility to have a third or fourth child is quite stable among various categories of mothers. It vacillates insignificantly around the average indicators (6.2 percent and 23.0 percent).

Table 4

		Mothers' Answers in Percentages:	
<u>Social and Domestic Conditions</u>		<u>Yes</u>	<u>Maybe</u>
1.	Conditions for raising children		
	-- raised at home	6.6	23.4
	-- attend day care or kindergarten	6.1	22.7
2.	Help of parents and relatives		
	-- regularly help	6.5	21.3
	-- sometimes help	6.3	25.0
	-- do not help	6.0	22.1
3.	Total family income		
	-- up to 240 rubles	7.1	23.6
	-- from 241 to 300 rubles	6.4	23.4
	-- more than 300 rubles	5.3	21.9
4.	Living conditions		
	-- separate from parents and relatives	6.0	22.7
	-- together with parents or relatives	6.8	23.7
5.	Number of rooms for family		
	-- one	8.3	25.1
	-- two	5.2	21.8
	-- three	5.4	22.2
	-- four-five	7.5	24.5
6.	Living space per family member		
	-- up to five square meters	8.4	25.5
	-- six-seven square meters	5.6	22.4
	-- eight-nine square meters	4.6	23.0
	-- 10 and more square meters	5.6	21.4

In the second place, the intention of mothers to have or not to have a third or fourth child is not found to be decisively dependent upon living and material conditions, upon securing pre-school institutions and upon the help of parents and relatives. Of course, this does not contradict the fact that all these named factors play a large role in the life of the family.

The main conclusions which we are drawing is that the need and spiritual readiness of the mother and the entire family to have not one or two, but at least three children is the decisive factor in raising the birth rate, in which society is so interested.

It is necessary to turn public opinion toward the affirmation of such a spiritual readiness, especially in the young generation. Public opinion must be turned because, up to now, the accepted stereotypes of thought have gone in the opposite direction.

At the beginning of the article we already spoke about the widespread stereotype of the one-child family which is justified by the growing personal requirements in the sphere of spiritual life, by the desire to have more free time and by other reasons. This justification is groundless. It is necessary to designate a worthy place in the spiritual life of the contemporary generation to motherhood and fatherhood, to the raising of children in the family.

The raising of children in the family for us is one of the civil obligations. But, first of all, it must be a need, a social and spiritual need of every one to bring up and suitably raise his children. And it is necessary to help young people to prepare for the raising of their future children as for a vital and difficult task, but also beautiful, fascinating, creative and socially recognized which brings joy and spiritual satisfaction to the mother and the father. This is a broad field of activity for our social and pedagogical sciences, public health and education services, artistic literature, publicism and art. And we often allow mistakes in this work.

Often motherhood involuntarily is opposed to the growing role of the woman in production and social life. This opposition is likewise unjustified. Everything can and must be harmonious in our socialist society, and the growing role of woman in social labor must not prevent her from fulfilling her duty of motherhood, a no less important social function.

Unfortunately, our ordinary consciousness does not always take this into account. Popularizing the growth of the role of woman in modern life, the press, as a rule, calls motherhood to mind in passing, primarily the additional obligation which lies on the shoulders of a woman, and calls for the lightening of the carrying out of this obligation by her. It is certainly necessary to lighten the housework of women. But it is necessary to also lift from them the feeling of the moral burden of these obligations which arise from our high-flown sympathy.

It is necessary to raise the prestige of motherhood and the labor of a woman with regard to the raising of children. This labor is worthy of the same respect as is social production labor. Not only does publicism play an important role in this but also the attitude toward the woman-mother in the labor collective by her immediate supervisors, social organizations and work comrades. If she is regarded with reproach when she prepares for maternity leave or leaves work to feed her baby or needs to look after her sick child, this is set aside in her consciousness, offends her self-esteem and dignity, lowers her professional prestige and oppresses the feelings of motherhood and prestige of the mother. We must fundamentally change society's attitude toward the material needs of a woman.

It is necessary to create favorable conditions for the working woman-mother for the harmonious combination of her production labor with motherhood. All this is within our power to be realized within the framework of existing laws if maternal labor will be suitably valued in the collective.

Motherhood and the raising of children must not interfere with the satisfaction of other spiritual needs. Our duty is to help the young mother find time for everything: for study, for the completion of her education, for professional improvement and for the satisfaction of cultural needs. It is necessary to help young people to learn to combine their spiritual needs with the requirements of motherhood and fatherhood.

The growth of the well-being of modern families has an influence on the process of the birth rate. However, as we have already seen, this influence is not always positive. Sometimes contradictions arise on the soil of the fact that a family, having gotten used to a certain level and style of life, does not want to forego them for children. This is unnatural for any family, especially for a young one. Therefore, it is very important that the young families being created not travel along this road and that parents not push them toward this road.

It is necessary to successively and purposefully develop work for the raising of the prestige of motherhood. From the beginning, it is necessary to raise the prestige of those mothers who are already raising three or more children, to surround them with attention and respect and, as much as possible, to help them solve all their material and social problems, even by way of an exception in comparison with other families.

Particular attention should be given to those mothers who are preparing to give birth to their third child. In the first place, it is necessary to create for them favorable conditions of work and rest and to help them solve domestic problems in connection with the coming birth of their third child. Why shouldn't the very birth in the family of a third child be marked in the collective in the spirit of our contemporary social traditions? The mother and the father should always feel the respect of the collective, its approval and support.

We direct our hopes primarily toward the young generation, to the families which are just forming, to the generation entering marriage. It is necessary to support and encourage them so that every young family is formed as a full-blooded family with two-three and more children, which would be born in future years at the most opportune time without delays. It is necessary to particularly help precisely these families both in material and non-material ways.

Thus, the stimulation of the natural growth of the population is a complex problem whose solution requires the coordinated efforts of state organs, labor collectives, the public and the means of mass information and propaganda. We must take into account the various aspects of this problem in the development of long-range plans for the social and economic development of cities, rayons and collectives. Many of them are worthy of discussion at Party, trade union, Komsomol and workers' meetings.

Demographic conditions in various regions of the country vary and the problems of the replenishment of the population are different in them. And not one of the regions can completely fill the needs of another in this matter. This process in each region must reach optimal parameters which correspond to its social and economic demands.

Therefore, the demographic policy in the Latvian SSR must correspond to the long-range needs of society and the national economy. This is precisely what the Central Committee of the CPSU and the decisions of the 25th Congress of the Party are demanding of us.

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DEMOGRAPHY

UZBEKISTAN CENSUS RESULTS REVEALED

Tashkent PRAVDA VOSTOKA in Russian 29 Dec 79 p 1

[Article: "The Population of the Uzbek SSR"]

[Text] The preliminary results of the All-Union Census conducted by organs of state statistics in January of this year were published in the press in May, 1979. Currently, the USSR Central Statistical Administration has completed its work on the first section of the census which outlines the size and composition of the population according to sex, marital status, level of education, nationality and native language, employment classification, and number and size of families.

The population of the Uzbek SSR came to 15.391 million people on 17 January, 1979. In comparison with the previous census in 1970, the population has increased by 3.592 million people or by 30 percent. This translates into an average annual population growth of 3.3 percent. The population grew in all of the republic's oblasts.

The urban population increased from 4.322 million to 6.348 million in 1979 and came to 41 percent of the republic's population, as opposed to 37 percent according to the last census.

The rural population decreased from 63 percent of the population in 1970 to 59 percent in 1979. This is explained by the movement of some of the rural population to the cities and also by the transformation of rural population points to urban ones. This objective process is caused by the development of industry and transportation, by the large scope of construction work and by mechanization and the rise in labor productivity in agriculture.

The continuous growth of the level of education, culture and training of specialists is an inherent characteristic of the life of the Soviet people. Universal compulsory secondary education for young people is now being implemented in the republic. The number of those with a higher and secondary (complete or incomplete) education comes to 7.0197 million people according

to the 1979 census. This is a two-fold increase in comparison with 1970. A significant equalization in the level of education of the urban and rural population has taken place. In 1970, 734 people out of 1,000 in the city had a higher and secondary education among the working population. In rural areas, it was 613 out of 1,000. In 1979, 873 out of 1,000 workers in the city had attained this level of education, and 829 out of 1,000 in the countryside.

More than 100 nationalities and peoples live in Uzbekistan. Those questioned in the census indicate their nationality and language themselves. From 1970-1978, the population of the overwhelming majority of the republic's nationalities and peoples increased. The data show that 95.6 percent of the entire population consider their national language their native language, and 4.4 percent name languages of other peoples of the USSR. The Russian language is playing an important role in the process of the steady drawing together of all Soviet peoples and in the intensification of their fraternal friendship and cooperation. In the 1970 census, 1.8122 million people of various nationalities and peoples of Uzbekistan named the Russian language as a second language which they spoke freely. In 1979, their number increased to 7.1797 million people.

The results of the 1979 census contain data on the number and sizes of families. In all, 2.6475 million families were considered of which 13.4 percent consist of two people, 14.3 percent of three people, 16.3 percent of four people and 56 percent of five and more people. The average family size (members of a family living together) on the whole throughout the republic consisted of 5.5 people, 4.6 within the urban population and 6.2 within the rural population.

According to the data of the 1979 census of the population, 5.508 million men and women were married. In comparison with 1970, their number grew by 1.2881 million people, or by 30.5 percent.

According to the results of the census, 6.2011 million people are engaged in public production, or 46 percent more than in 1970.

Work on the materials of the All-Union Census of the Population is continuing.

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